

Skilled stenographers were especially liable to malassignment, as civilians often occupied an office's only stenographic job. Malassignments also were found among telephone operators, typists, clerks, chauffeurs, key-punch operators, dietitians, and other specialists.

Everywhere women were conscious of the lack of ratings. Surveyors noted that "in some instances, promotions have been given to enlisted men rather than Wacs when an opening occurs, even though the Wac may have filled the opening. . . . Enlisted men resent Wacs being given ratings rather than themselves."

Survey team captains reported that the Army Air Forces generally showed a more favorable attitude toward WAC classification. Various teams stated: "Wacs are very well received in the AAF, not only by section chiefs but also by enlisted men"; "The type of jobs open to Wacs was more varied in the AAF"; "AAF jobs were far more in agreement with WAC Regulations than ASF."

There was no indication that the wastage of skills of enlisted women was worse than that among enlisted men, with two exceptions: there was a general tendency to use women in nonmilitary work or lower-rated jobs, and there was also a tendency to accept as normal among women a percentage of malassignment which, for men, resulted from the necessity for combat assignments. All inspectors continued to note that failure to use their skills had a proportionately greater effect upon women than upon men, who expected eventual combat. One team captain noted, "Morale and classification

seem to be almost synonymous as far as Wacs are concerned."

There was every evidence that both the Army and the Navy had pursued the correct policy in limiting their women's corps to skilled personnel who could fill skilled jobs. Survey teams reported that women with less than two years of high school education had seldom progressed well in the Army, and those who had no essential skill, particularly in the older age group, had especial difficulty in adjusting to military life. Women's lesser physical strength effectively prevented success of such women on those Army jobs within their mental capacities.

In the last winter of the war, ASF's Military Personnel Division reported itself still unable to find suitable assignments for such women, after a series of futile attempts to train them as ward orderlies, shoemakers, and sewing machine operators. It therefore recommended that the women be discharged and no more recruited. This decision obviously represented a major reversal of the ideas of a decade before—or even a year before—concerning lowering of standards for women recruits. Both Army and Navy experience indicated that in future planning, and particularly if selective service was applied to women, the armed forces had good grounds for accepting only women of a skill and aptitude somewhat above that of drafted men and of the population as a whole.⁶⁶

⁶⁶ (1) Hist cited n. 64. (2) Memo, MTD ASF for Dir Pers ASF, 16 Nov 44, sub: Tng for Grade IV and V WAC Pers, and 1st Ind, MPD to MTD, 25 Nov 44. SPTRP 353 WAC, in SPAP 353.